

## FAQs: Independent Supervised Fieldwork with Rethink Autism Supervisors

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### General Questions

**Q: What is “supervised independent fieldwork”?**

**A:** Supervised independent fieldwork is an approved way to accrue and document the required 1000 (BCaBA) or 1500 (BCBA) hours working in the field of behavior analysis in order to sit for the certification exam. During your work, a qualified supervisor mentors you.

**Q: What are prerequisites for participation in rethink autism Supervision?**

**A:** \* “You may not start accumulating experience until you have begun the coursework required to meet the BACB coursework requirements.”

**Q: Can I do just a portion of my supervision hours with you?**

**A:** Yes, you can complete all or just a portion of the hours with rethink autism.

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**Q: I've been working in the field already. Can you supervise me for past time I worked in the field?**

**A:** No. The BACB requires that contact and observations be made during the same 2-week period for which you are being supervised. The Board does not allow a supervisor to sign your documents for past time when you were not being supervised directly by that professional.

**Q: I've had an unpleasant supervision experience in the past. How is rethink autism different?**

**A:** Many people have described past experiences with disorganized, unavailable supervisors. Some have told us their previous supervisors were... ill equipped for advanced instruction, a little boring or just plain mean! Our supervisors are selected specifically for their knowledge in ABA. However, they have to be genuine, nice, reliable, and have a sense of humor, too. Their teaching and mentorship style is helpful and interesting and we feel confident that you'll be able to connect with each one.

**Q: How and when do I start supervision with rethink autism?**

**A:** When you are ready, you fill out an application. We usually review the application and provide you with a decision within 2 business days. Then we schedule your first appointment within a week of when you are ready to start.

**Q: What kinds of activities do we do in supervision?**

**A:** The activities vary based on your individual needs and the work you are doing. They might include discussion, reviewing video together, taking data on the video, reviewing reports, reviewing literature, or identifying resources. During group supervision, we ask supervisees to engage in a variety of learning activities to keep the meeting interesting and to facilitate learning.

**Q: Do we have homework for supervision?**

**A:** While we may ask you to do something during the week after supervision, it is not homework such as that in college. Typically it is a request to do something specific in the context of your current work - take a particular kind of data, write a lesson plan for a program in a certain way, or try an intervention technique. The only "extra" work you are likely to get is an assignment to read an article between supervision meetings.

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**Q: Can I really do all my supervision via a distance format? Is that allowed?**

**A:** Yes. \*”Supervisor meetings do not have to be face to face, but rather may be handled electronically.” We have carefully ensured that our procedures align with Board standards.

**Q: Do we have to have a contract for supervision?**

**A:** Yes, the BACB requires all supervisees and supervisors to have a contract that states mutual responsibilities, among other specifics.

**Q: I have some of my hours completed in a practicum or intensive practicum at a university. Can I finish the rest with rethink autism?**

**A:** \*”Yes, you may combine any two or three of the categories of supervision. However, you may accrue experience in only one category at a time.”

### Cost & Payment

**Q: What is the cost?**

**A:** The cost is \$75 per hour of supervision, including video review, group, and direct contact.

**Q: How is the payment plan set up?**

**A:** We bill monthly.

**Q: When is payment due?**

**A:** Payment is due upon receipt.

**Q: Can I barter services for supervision?**

**A:** No, we only accept US bank checks and credit cards or PayPal transactions. We do not offer supervisees employment or have a service barter option.

**Q: How does the cost compare to university options?**

**A:** Our total fees are less than most university options.

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## FAQs: Independent Supervised Fieldwork with Rethink Autism Supervisors

### **Q: How does the cost compare to other providers?**

**A:** We have done market research to ensure that our fees are lower than average national rates of other supervision providers.

### **Time Zones and Geography**

#### **Q: Can you supervise me in another country (such as India, Australia, Micronesia, Italy, etc.)?**

**A:** Absolutely. We can supervise you from anywhere in the world.

#### **Q: My time zone is very different from rethink autism's office in New York, New York. Can you still accommodate me?**

**A:** Yes! We have supervisors in many different time zones and are committed to meeting your needs.

### **Supervisors & Supervision Meetings**

#### **Q: Who are your supervisors?**

**A:** Every supervisor is a BCBA or is approved by the BACB as a faculty member in a BACB approved course sequence. And, they are genuinely nice and very smart about ABA! We select supervisors with a range of rich and interesting experience, research, and interests in ABA. Our supervisors always have strong professional backgrounds. They may be professors, clinic owners, published authors, or parents of children with autism. You will learn from a variety of experts with very specialized backgrounds and interests.

#### **Q: Can I have more than one supervisor?**

**A:** Yes. The BACB encourages experiences with multiple supervisors.

#### **Q: Do you recommend that multiple behavior analysts supervise me?**

**A:** Yes, because the BACB encourages multiple supervisors. We arrange all of our supervisees to have access to multiple supervisors with a rich and diverse set of skills and experiences in ABA.

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### **Q: Do you do group supervision?**

**A:** Yes. Half of our supervisees' hours are conducted in a fun and lively group format. \*\*Supervision may be conducted in small groups of 10 or fewer participants for no more than half of the total supervised hours in each supervisory period."

### **Q: Can I have a local supervisor but come to rethink autism's supervision group?**

**A:** Yes, absolutely! However, we need to have an initial discussion with the other supervisor. Additionally, we would modify our contract to include the responsibilities of our supervisors as compared to your local supervisor.

### **Q: How do I actually meet with the supervisor?**

**A:** Group meetings are held online with webcams. You simply click on a link to join a meeting with everyone. You'll see and hear all other participants as if you were in a meeting room together. Direct contact meetings are held via webcam or by phone.

### **Q: Do we review the video during our meeting?**

**A:** Your supervisor reviews the video prior to your meeting as part of your supervision hours – just as if they were visiting the workplace and observing you. The remainder of the supervision hours for that week is direct one on one contact. You may go over part of the video during your session, but the supervisor always watches it first.

## Work Location & Supervision Activities

### **Q: Can I continue to work at my job?**

**A:** Yes! You must, however, engage in activities of behavior analysis at your job. We don't ask that you change positions or companies to participate in our program and you do not need to work local to our offices or supervisors.

### **Q: Can I work at multiple places and get supervision at each of them?**

**A:** Yes, the BACB encourages you to have experiences in multiple sites.

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### **Q: Can I work at rethink autism?**

**A:** We don't currently hire supervisees to work at rethink autism. However, if a position was posted and you qualified, you would be welcome to apply.

### **Q: What if I don't work with children?**

**A:** Your work does not have to be with children. You do, however, need to work by engaging in activities of behavior analysis. For example, you could work in organizational behavior management, drug rehabilitation, or criminal justice. ABA is utilized in many fields.

### **Q: Given that your company name is "Rethink autism," do you only supervise people who work in the field of autism?**

**A:** No. Your work does not have to be with individuals with developmental disabilities. You do, however, need to work by engaging in activities of behavior analysis. For example, you could work in organizational behavior management, drug rehabilitation, or criminal justice. ABA is utilized in many fields.

### **Q: Do you have to work with more than one client during supervision?**

**A:** \*"You must work with multiple clients during the experience period."

### **Q: Can I work with my own child?**

**A:** \*"You may not be related to the client or the client's primary caretaker or be the client's primary caretaker."

### **Q: Who can my "clients" be during supervision?**

**A:** \*"Clients may be any persons for whom behavior analysis services are appropriate."

### **Q: What work activities count as supervision?**

**A:** \*"Activities must include designing, implementing and monitoring behavior analysis programs. For example, you may be able to count activities normally performed by behavior analysts such as attending planning meetings regarding the behavior analysis program, researching the literature related to the program, talking to individuals about the program, etc. During experience hours, your primary focus should be on learning new behavior analytic skills related to the BACB Third Edition Task List. (continued on next page)

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Appropriate experience activities include:

- a. Conducting assessment activities related to the need for behavioral interventions,
- b. Designing, implementing and monitoring behavior analysis programs for clients,
- c. Overseeing the implementation of behavior analysis programs by others,
- d. Other activities normally performed by a behavior analyst that are directly related to behavior analysis such as attending planning meetings regarding the behavior analysis program, researching the literature related to the program, talking to individuals about the program; plus any additional activities related to oversight of behavioral programming such as behavior analyst supervision issues, or evaluation of behavior analysts' performance."

Call us if you want to know more about this, as your supervisor can determine if activities qualify.

### **Q: I still don't understand. How do decide if my work activities count toward supervision?**

**A:** \*"Activities must adhere to the dimensions of applied behavior analysis identified by Baer, Wolf and Risley (1968) in the article Some Current Dimensions of Applied Behavior Analysis published in the Journal of Applied Behavior Analysis." Call us if you want to know more about this, as your supervisor can determine if activities qualify.

### **Q: What kinds of activities don't count as supervised time?**

**A:** \*"Examples of activities that are not appropriate as experience activities include: attending meetings with little or no behavior analytic content, providing interventions that are not based in behavior analysis, doing non-behavior analytic administrative activities, or any other activities that are not directly related to behavior analysis."

### **Q: Do all of my activities during the experience have to involve face-to-face contact with the client for the experience to qualify?**

**A:** No, many other kinds of activities qualify! \*"Although you must have direct contact with the client during the experience of designing, implementing, and monitoring, other activities directly related to this behavioral program process may qualify as well." Call us if you want to know more about this, as your supervisor can determine if activities qualify.

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### **Q: How is supervision conducted remotely?**

**A:** Our supervisors observe you engaging in behavior analytic activities with a client in the natural environment every 2 weeks. This observation is conducted via webcams, video, videoconference, or similar means (rather than the supervisor being physically present).

## Documentation, Records, & Confidentiality

### **Q: How do I document my supervision?**

**A:** We help you keep a record of your supervision contract, a log of your hours, and documentation for each video and supervision meeting. We have made documentation of the number of hours of experience, number of supervised hours, and the supervisor for each period very simple!

### **Q: I was supervised before but the person won't sign my forms. How can I be sure rethink autism supervisors will sign my forms?**

**A:** The supervisor signs the forms and gives them to you after every meeting! It is immediate.

### **Q: What records do I have to share during supervision?**

**A:** You may be asked to share data, lessons, permanent products, and video related to your clients.

### **Q: How do you handle the confidentiality of my clients?**

**A:** Our supervisors discuss confidential \*\*information obtained in the supervisory relationship... only for appropriate scientific or professional purposes and only with persons clearly concerned with such matters... We maintain appropriate confidentiality in creating, storing, accessing, transferring, and disposing of records under our control."

## Technology & Video

### **Q: What are the technology requirements for participation?**

**A:** You need a computer, Internet access, a computer headset with microphone, a webcam, and a way to video-tape your work.



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**Q: The Internet in my country is not very good. How do I participate?**

**A:** You can mail videos, attend group meetings without a video feed, and do supervision by phone if your Internet connection is a barrier.

**Q: Do I have to record myself working?**

**A:** You don't have to record your work, but the supervisor must see you working. \*\*The supervisor must observe you engaging in behavior analytic activities with a client in the natural environment during 2 weeks. This observation may be conducted via webcam, video, videoconferencing" or by the supervisor being present. However you analyze this requirement of the BACB, your supervisor must see you work every two weeks. This means you can't be supervised solely by email or by just by sending in reports.

**Q: Do I record the video at my normal work place?**

**A:** Yes, you can allow the supervisor to observe you at your work place by video or webcam.

**Q: I can't record video at my job. How do I participate?**

**A:** You can also have a supervisor to watch a live video feed at your job, without making a recording – using computer software such as Skype or iChat. If that is not an option either, you will have to locate a client in the community who will allow you to let the supervisor observe or review recordings. You can't avoid being observed at work, as that is a BACB requirement.

**Q: Do I need consent for video?**

**A:** Absolutely. We can provide a consent form for your use.

**Q: Does my school have to give consent?**

**A:** Only the client or client guardian can provide consent, not an organization or site where the taping is conducted. However, you should obviously have school or organization approval.

**Q: Do I tell parents where the videos are going?**

**A:** Yes, describing the use of the recording is part of the consent document.

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**Q: Can you suggest a camera?**

**A:** We like the Flip camera at [www.theflip.com](http://www.theflip.com), but you can use any camera that you like.

**Q: I don't have access to a video camera. Is that a problem?**

**A:** A supervisor must observe your work, so you will need access to a webcam or video recording device for 45' every 2 weeks.

**Q: How do I get the video to my supervisor?**

**A:** We accept mailed DVDs, file downloads from file sharing sites, or links to videos in software such as YouTube or FlipShare as long as those links are completely private. We can assist you in finding the best solution for sending us video.

**Q: I'm still nervous about using technology. Will this be a barrier?**

**A:** We provide you with an orientation and simple handouts that assist you. With guided practice, our supervisors can teach you to use the computer and Internet to complete supervision activities. Many people have been worried about using technology, only to find it quickly becomes routine and easy.

### Time Commitment

**Q: How many hours a week do I have to work in behavior analysis to be supervised?**

**A:** \*"The distribution requirement for Supervised Independent Fieldwork hours is not less than 10 hours but not more than 30 hours per week for a minimum of 3 weeks per month."

**Q: What is the weekly time commitment for supervision?**

**A:** \*"You must be supervised every two weeks for 5% of the total hours [you] spend in Supervised Independent Fieldwork." Because you work as little as 10 hours a week or claim as many as 30, this means you will commit to between 30 and 90 minutes of supervision activities weekly.

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**Q: How long does it take to complete supervision?**

**A:** A BCBA candidate can finish in 50 weeks and a BCaBA candidate can finish in 34 weeks.

However, you can go much more slowly if you need to because you work less, have less time, or need to budget.

**Q: How long do I have to finish supervision once I start?**

**A:** There's no specific maximum on how long you can take to complete the experience.

**Q: I am being supervised for 1.5 hours per week. Are the videos sent in 1.5 hours a week or are the videos shorter and the meetings are 1.5 hours a week?**

**A:** The total time of supervision is video review and direct contact meeting combined – just as if we watched you work and then did a coaching session at your site. We like to see videos of 45 minutes so we can observe enough of your work. During weeks of direct contact, then, half of the time is video review by your supervisor. The remaining time is direct contact with the supervisor.

**Q: I can only be supervised on the weekends or evenings. Do your supervisors work weekends or evenings?**

**A:** Yes!

**Q: What is the supervisory period?**

**A:** It is 2 weeks. You can be supervised for 5% of your hours worked during that time. The supervisory interactions can be spread out or all in one meeting. At rethink autism, we like to alternate group with direct contact meetings and video review during each supervisory period.

### BCaBA

**Q: Do you offer supervision for BCaBA candidates?**

**A:** Yes!

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**Q: Do you offer the 1-hour monthly supervision requirement for people who are already BCaBAs?**

**A:** Yes!

**Q: I need an hour a month of BCaBA supervision right now, but I start a master's program soon. Could I switch into the BCBA supervision program once I begin my graduate courses?**

**A:** Yes – that is no problem and very easy to do at rethink autism.

**Q: I am already a BCaBA, but am taking additional coursework to become a BCBA. How many more hours of supervision do I need to apply for the exam?**

**A:** 25

### Rethink Curriculum

**Q: What is the rethink autism curriculum?**

**A:** The rethink autism web-based platform is access to over 1,200 video-based lessons, training modules, web-based teaching tutorials, lesson plans, comprehensive assessment tools, customized curriculum, and automated data-tracking progress tools.

**Q: Can I use the rethink autism curriculum?**

**A:** Yes! You get a free learner profile for the entire duration of your supervision. This is one of the most valuable aspects of being supervised with us.

**Q: When do I receive access to the rethink autism curriculum?**

**A:** You gain access the day you begin supervision and keep it at no additional cost for the duration of your supervision.

**Q: Is it unlimited use of the rethink autism curriculum?**

**A:** Use of the curriculum is “per profile” or student. You get access to one student’s profile, which allows you to program for that child and to see all lesson plans and videos in our system. You can purchase additional profiles if you want to do so.

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**Q: Is it required that I use the rethink autism curriculum?**

**A:** No! Although we encourage use of our excellent resources and we will offer the videos and materials to help you during supervision, you are not required to use the online platform.

**Q: Do I have to use the rethink autism curriculum for all of my clients?**

**A:** No! We will use the resource videos and materials to help you during supervision, but you are not required to use the online platform to any specific degree.

**Q: Can I alter lessons to meet the individual needs of a specific child?**

**A:** Yes, the online curriculum allows many ways to individualize programs.

### Certification

**Q: Do I have to be in a certification program to participate?**

**A:** You must have started a BACB approved course to begin accruing independent supervised fieldwork hours. This means you have started a course sequence or took an approved course already.

**Q: Do you offer courses for certification?**

**A:** No. We are not a university or college – we offer the supervision component that is also necessary to sit for the exam. <sup>\*</sup>“Non-university courses are not approved by the BACB and, generally, [the Board] will accept only courses taught through properly accredited colleges and universities.”

**Q: Is supervision with rethink autism accepted as a course towards a certification?**

**A:** No, <sup>\*</sup>“all coursework must be in-university classroom instruction in which the student has on-going interaction with the instructor. This classroom instruction may include role-playing or other learning exercises providing that the instructor is present and actively involved in the learning process.” rethink autism offers the supervision component that is also necessary to sit for the exam.